

# IRELAND GENDER PAY GAP REPORT

2023

# FOREWORD

**At AtkinsRéalis, we pride ourselves on acting with integrity: doing the right thing no matter what, and holding ourselves accountable for our actions.**

Our approach to Equality, Diversity & Inclusion (ED&I) recognises that bringing together teams with a diverse range of experiences, backgrounds and knowledge enhances our ability to understand our clients and the communities we work within. This helps us create and deliver the most innovative, sustainable and inclusive solutions.

Improving gender equality, removing barriers, and supporting all employees to succeed in their careers is something we take seriously. It's an ongoing focus across the engineering industry and a big part of our ED&I programme, 'Different Makes a Difference', at AtkinsRéalis. Ultimately, our goal is for everyone in our business to have a positive experience of working here, feel supported, and above all else, to feel valued and recognised.

In Ireland, we welcome our Government's requirements for large organisations to be more transparent on the topic of gender pay, and are pleased to publish our first Gender Pay Gap Report for our WS Atkins Ireland Ltd. business (trading as AtkinsRéalis), a valuable part of our UK & Ireland (UK&I) region.

In this report, we share our 2023 results for our WS Atkins Ireland Ltd business in Ireland. We confirm that the information and data we're publishing is accurate as of the snapshot date of 30th June 2023.



**Jilly Calder**  
Senior Vice-President, Human Resources,  
UK & Europe



**Martina Finn**  
Managing Director,  
Ireland



# ABOUT THE GENDER PAY GAP STATISTICS

Gender pay is different to equal pay. Equal pay is about paying men and women the same salary for the same or similar roles. Paying our people fairly and equitably relative to their role, experience, skills and performance is a fundamental principle of AtkinsRéalis' approach to determining pay and reward. We ensure our policies and practices are fair and actively scrutinise decisions around our annual performance, pay and bonus activities.

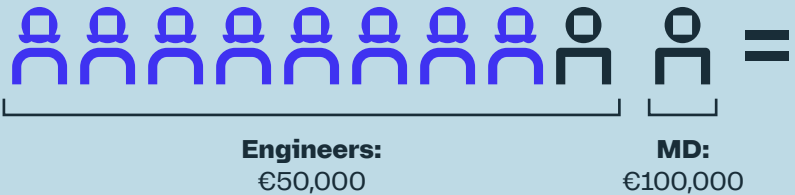
## The mean

The mean gender pay gap is the difference between the average hourly rate of pay of women compared with men in a company. This is expressed as a proportion of men's hourly rate of pay.

## The median

The median gender pay gap is determined by ordering the individual hourly rates of pay for all men and all women from the lowest to the highest and then calculating the difference between the middle number in the male and female ranges. This is expressed as a proportion of the men's median hourly rate of pay.

A legal entity employs 9 engineers and an MD.



Therefore the Mean Gender Pay Gap is **33%**  
 $75,000 - 50,000 / 75,000$

So despite paying all the engineers equally, we still see a significant gender pay gap.

### Female

Average (mean) salary:  
 $€50,000 \times 8 / 8 =$   
**€50,000**

### Male

Average (mean) salary:  
 $€50,000 + €100,000 / 2 =$   
**€75,000**





# OUR ORGANISATIONAL CONTEXT

**Like most companies in the engineering and construction sector, our gender pay gap is largely a reflection of the under-representation of women within our business, particularly at a senior level. However, we're actively working to increase this number.**

The main driver of our pay gaps is the gender disparity in the upper-middle and upper pay quartiles, where men currently significantly outnumber women in senior roles which attract higher remuneration packages.

Our negative gender pay gap for part-time employees indicates that, on average, our part-time female employees are in more highly paid roles than our part-time male employees - although this conclusion is drawn from a small sample.

Our bonus gap also mirrors the gender imbalance in our employee population, particularly at a senior level where employees are eligible for higher value bonus plans. The gender disparity among employees who choose to work part-time (17% of women and 2% of men) further influences our bonus pay gap, as bonuses are based on a percentage of salary, which is pro-rated for time worked.



To help close the gap, we've been laying the essential groundwork for meaningful and sustainable long-term improvements.

We accept that some of the positive steps we have taken so far, such as improving diversity within our early careers intake and enhancing our maternity pay, may have a negative impact on our results in the short-term because they focus on junior (lower paid) employees and those on reduced pay. However, we will continue to focus on increasing female representation and supporting women at all levels within our company – this is the right approach to improve gender equality over the longer-term.

Our Global Equality, Diversity & Inclusion Programme (ED&I), 'Different Makes a Difference', centres around creating and maintaining an inclusive culture where everyone belongs, can be their true self and can reach their full potential, supported by clear targets and activities. We have set ourselves three areas of focus to achieve this:

- Weaving ED&I into everything we do
- Removing barriers every step of the way
- Become a leading voice for change

From our experience of reporting our UK gender pay gap, we know our results will fluctuate from year to year as we seek to address the gender imbalance, but we've been making positive progress to close the gap, and we're confident we're heading in the right direction.





# WEAVING ED&I INTO EVERYTHING WE DO

We understand that it's crucial that we embed ED&I culturally within our business processes, systems and decision-making. Our purpose of 'engineering a better future for our planet and its people' requires a team united both by exceptional talent and the ability to recognise and reflect the needs of the communities they serve.

We continuously review our policies to ensure that they are as inclusive as possible. We believe that making flexible working a reality for all will level the playing field for women who so often sacrifice their career aspirations for caring responsibilities. We've learnt a lot about our capacity to work and collaborate remotely over the past few years and have refreshed our policy to offer our people more choice in where they work. We share stories to demonstrate the positive effects of flexible working across gender, role and seniority level.



We've also been looking at how we can improve our knowledge around the diversity of our workforce beyond gender, ethnicity and disability, to include faith, gender identity and neurodiversity. We've launched an internal campaign to encourage people to submit their diversity data through our HR system which will enable us to consider the impact of intersectionality.

The initiative is still at an early stage, but the information we receive will shape our future strategies and decision making, help us all learn more about our employees and support our talent attraction and retention activities to grow our business in a more diverse way.

We know the positive impact of active allyship in maintaining an inclusive culture, and we have focused our ED&I communications around it. We're committed to helping employees on their own allyship journeys through learning and development opportunities, ED&I spotlights at the beginning of meetings, toolkits, and continuous discussions and events, led by our employee resource groups.



# REMOVING BARRIERS EVERY STEP OF THE WAY

**As part of our commitment to eliminate all barriers to career progression, potential or actual, we've set ourselves the global target of reaching 25% female representation in our senior leadership team by 2025 and maintaining the 30% representation on the Board.**

To support career progression within the business, we've successfully launched a new reverse mentoring initiative. The aim of this programme is to amplify the voices, perspectives and ideas of junior employees from diverse backgrounds, whilst providing our senior leaders with real-world insight into the everyday experiences of colleagues from communities different to their own.

Our suite of learning and development programmes continue to provide tools and techniques to support employees at all stages of their careers. For example, INSPIRE, our award-winning women's development programme, has supported more than 1,000 women to advance their career at AtkinsRéalis over the last 10 years, and we've already facilitated more than 213 women to take part this year across our UK & Ireland region.

Alongside this, we continue to work on removing barriers to diverse talent joining us in the first place, by upskilling our interviewers and improving the diversity of our interview panels. However, attracting talented females to our business will only get us part way to closing the gender pay gap, and we recognise the responsibility we have as an employer to help people flourish in their career once they've joined us.





# BECOMING A LEADING VOICE FOR CHANGE

**Making a positive impact on society through inclusive and accessible designs – with respect to gender, language, culture, ability, age and other forms of diversity, as well as using our global voice to champion progress through thought leadership and research – is important to enable us to inspire and influence the next generation of engineers.**

We've been focusing our efforts on attracting diverse new talent through our apprenticeships, graduate training schemes, and internships across a range of sectors, from aviation to rail, road, water, active travel, and housing. We regularly visit schools and attend university open days and college fairs across Ireland to engage students with STEM-related subjects and inspire the next generation of engineers.

Our employee resource groups have been convening and influencing the industry by working with charities such as LGBT Ireland to help us better engage with the LGBT+ community, and ADHD Ireland to learn more about neurodiversity and make our workplace more inclusive.

Furthermore, the networks regularly host, attend and speak at events, and invite inspiring and award-winning female leaders to the business to reflect on their lived experiences, career journeys and the importance of ED&I programmes to drive change in the workplace.

We are particularly proud of successes achieved by our employees. Last year, we achieved the highest level of 'societal impact' at the Women in Big Science Awards, and internally - for our International Women in Engineering Awards 2022 - we received 83 nominations from across the business, acknowledging and celebrating the incredible work that our female colleagues delivered, nominated by their peers.



# NEXT STEPS

Tackling the gender imbalance within our industry and making a long-lasting impact can only be achieved by creating accessible opportunities, broadening our talent pool and developing and retaining talent by removing barriers to progression, and providing personal and professional support throughout entire careers.

Our 2024/2025 action plan, to be launched next year, will build on our experience and learnings from the past three years. One of our key areas of focus for 2024 will be to further support our employees on their allyship journeys by rolling out our new unconscious bias training. We will also be prioritising a review of our current employee benefits and business processes to support greater transparency and inclusion.

We're confident that our commitment to achieving increasingly challenging ED&I targets and influencing the future generation will lead to an even more diverse workforce not just in our business but across all of our industry.



# OUR RESULTS AT A GLANCE:

## Gender Pay Gap (All Employees)



The **mean pay** of women is **19.1% lower** than that of men

The **median pay** of women is **21.5% lower** than that of men

## Gender Pay Gap (Part-time Employees Only)



The **mean pay** of part-time women is **10.8% higher** than that of part-time men

The **median pay** of part-time women is **13.0% higher** than that of part-time men

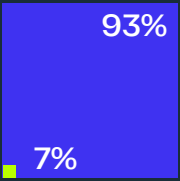


## Proportion of full-time employees in each pay quartile

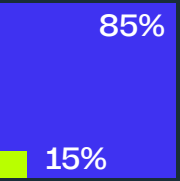
Quartiles represent the pay rates from the lowest to the highest for our full time employees, split into four equal sized groups with the percentage of men and women in each quartile.

Female Male

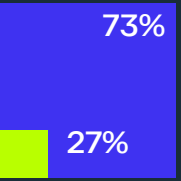
### Upper Quartile



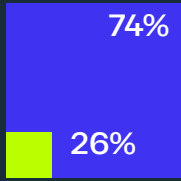
### Upper Middle Quartile



### Lower Middle Quartile



### Lower Quartile





# OUR RESULTS AT A GLANCE:

## Proportion of staff receiving a bonus



53.0% of all **women** and 54.1% of all **men** received a bonus

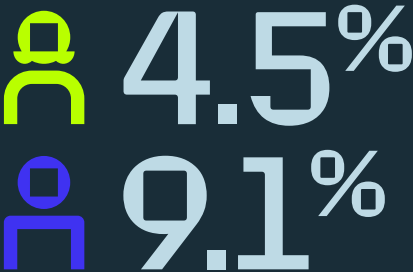
## With a bonus gap of



The **mean** bonus pay of **women** is 30.0% **lower** than that of men

The **median** bonus pay of **women** is 76.6% **lower** than that of men

## Proportion of staff receiving benefits in kind



4.5% of all **women** and 9.1% of all **men** received benefits in kind, which include company cars and private medical insurance



# DIFFERENT

MAKES A DIFFERENCE

We're not all the same, and that's our greatest strength. Different views and opinions enhance our ability to provide value-added performance and better services. That's why we believe... Different makes a difference.